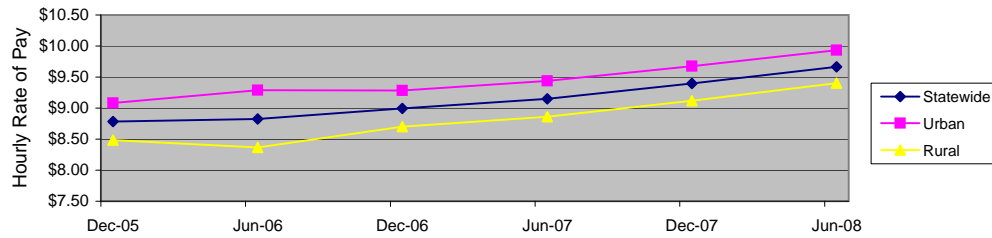


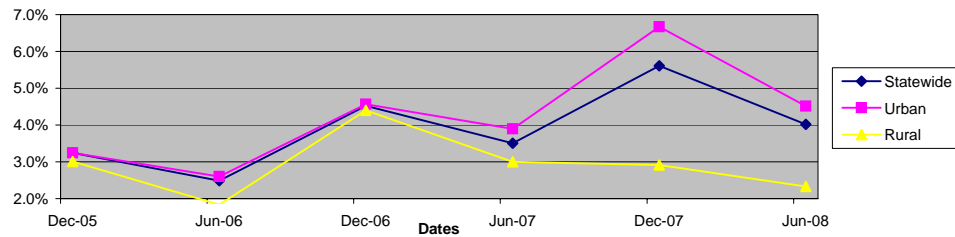
Arizona Health Care Cost Containment System
Annual Report of Wages and Benefits for Home Care Workers
For the six months ended June 2008

Average Salaries for Home Care Workers in Arizona



	12/1/2005	6/1/2006	12/1/2006	6/1/2007	12/1/2007	6/1/2008	% Increase (6 mos.)
Average Hourly Wages							
Statewide	\$8.78	\$8.83	\$8.99	\$9.15	\$9.40	\$9.67	2.8%
Urban	\$9.08	\$9.29	\$9.29	\$9.44	\$9.68	\$9.93	2.6%
Rural	\$8.48	\$8.37	\$8.70	\$8.86	\$9.12	\$9.40	3.1%
Average Starting Hourly Wages							
Statewide	\$8.23	\$8.39	\$8.48	\$8.81	\$9.10	\$9.40	3.3%
Urban	\$8.59	\$8.93	\$8.73	\$9.16	\$9.45	\$9.67	2.4%
Rural	\$7.88	\$7.85	\$8.23	\$8.47	\$8.76	\$9.13	4.2%

Average Optional Benefits Paid to Home Health Workers in Arizona



Benefits as a % of Wages	12/1/2005	6/1/2006	12/1/2006	6/1/2007	12/1/2007	6/1/2008
Mandatory	9.9%	12.0%	14.0%	12.4%	12.1%	11.0%
Optional Benefits						
Statewide	3.2%	2.5%	4.5%	3.5%	5.6%	4.0%
Urban	3.2%	2.6%	4.6%	3.9%	6.7%	4.5%
Rural	3.0%	1.8%	4.4%	3.0%	2.9%	2.3%

12/1/2005 Data revised with late surveys